

CATAWBA COUNTY SOCIAL SERVICES BENEFIT SUMMARY

PROGRAM	FIXED BENEFITS	EMPLOYEE COST
RETIREMENT	Local Governmental Employees' Retirement System. Full Retirement benefit after 30 years of service, at age 60 with 25 years of service, or at age 65 with 5 years of such service.	Contributes 6% of annual salary (tax deferred-no opt out)
SICK LEAVE	Full-time employees earn one day (8 hours) of sick leave per month/Unlimited accumulation/Unused accumulation applies toward retirement benefits after meeting basic retirement qualifications. Sick leave from other NC & Local Governments in the retirement system may be transferred to the County after completion of nine month probationary period. Up to 3 days of sick leave may be used for bereavement in the event of the death of a member of the employee's immediate family.	None
ANNUAL LEAVE	Full-time employees earn from 10 to 21 days annually based on years of service. Accumulated hours in excess of 240 as of December 31 st each year will be converted to sick leave hours. New employees may purchase up to 80 hours of unused, paid annual leave from a previous employer.	None (if purchasing annual leave, cost is based on the employees rate of pay with Catawba County)
LONGEVITY PAY SUPPLEMENT	After five years of creditable service, employees receive an annual lump-sum longevity payment that rewards length of service to Catawba County. The amount is based on years of service.	None
LONG TERM DISABILITY	Employees whose permanent positions are budgeted for 30 hours or more a week are covered by the County's long-term disability (LTD) plan. Each claim must meet the eligibility criteria of the plan.	None
SHORT TERM DISABILITY	Short-term benefits are available after a 55 day waiting period. Two benefit options: 60% of salary or 100% of salary using accrued leave is paid up to 26 weeks. (Each claim must be approved by our insurance carrier).	None
BASIC LIFE INSURANCE	Basic Life Insurance through Aetna Insurance with a coverage level of: Annual Salary X 1.	None
EMPLOYEE ASSISTANCE PROGRAM	Free counseling services available to all County employees and eligible dependents. Services are private and confidential. The first six visits are free.	None
HOLIDAYS	Eleven paid County Holidays: New Years, Martin Luther King, Jr's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day & the day after, & 3 days at Christmas.	None
WORKERS COMP	Catawba County carries Worker's Compensation Insurance on all employees. Treatments and referrals are administered by the County's Employee Health Connection in conjunction with the Workers' Compensation carrier. Weekly benefit amount of 66.67% of your weekly salary or 100% of weekly salary if leave time is used.	None
CATAWBA COUNTY WELLNESS PROGRAM	Online Health Screening Surveys, various health screenings, nutritional and educational programs along with other wellness consultations, including a variety of onsite exercise classes. Wellness emails provide information on the BCBS Blue Points Program, local seminars, and community health events.	None
PROGRAM	FLEXIBLE BENEFITS (Those benefits in which you have a choice)	EMPLOYEE COST
HEALTH INSURANCE	<p>Major Medical benefits are provided through Blue Cross/Blue Shield of North Carolina (877-258-3334) offers two plan options:</p> <p>Core Plan provides 100% paid routine preventive services, prescription co-pays, & covers office & hospital costs at 80/20 payments after a \$1000 deductible for individuals /\$2000 deductible for family coverage.</p> <p>Health Savings Account (HSA) Plan is a High Deductible Health Plan coupled with a tax-advantaged medical savings account. This plan provides 100% paid routine preventive services & covers office, hospital & prescription costs at 90/10 payments after a \$1250 deductible for individuals /\$2500 deductible for family coverage. The County provides a contribution in July and January to each employee's health savings account; employees may also contribute through payroll deduction to their health savings account. The funds contributed to the account are not subject to federal income tax at the time of deposit & roll over to accumulate year to year if not spent. HSA funds may be used to pay for qualified medical expenses at any time without federal tax liability or penalty.</p>	<p>Bi-Weekly Employee Cost*:</p> <p>Core Medical Plan:</p> <p>Employee Only-\$20.00</p> <p>Employee Spouse-\$186.15</p> <p>Employee/Dependent-\$135.38</p> <p>Family- \$301.53</p> <p>Health Savings Account Plan:</p> <p>Employee Only-\$20.00</p> <p>Employee/Spouse-\$149.24</p> <p>Employee/Dependent-\$80.00</p> <p>Family-\$250.77</p> <p>*Employees who meet the requirements of the County's Healthy Choices Advantage program receive a bi-weekly \$20 discount off the rates listed above.</p>
DENTAL CARE	Provides for 100% of twice annual preventive care procedures. After annual deductible, the plan pays 80% of routine procedures (fillings, root canals, extractions, etc.) & 50% of non-routine procedures (gold and porcelain fillings & crowns, etc.)	<p>Bi-Weekly Employee Cost:</p> <p>Employee Only-\$0.00</p> <p>Employee/Spouse-\$13.00</p> <p>Employee/Dependent-\$20.00</p> <p>Family-\$35.50</p>
VISION CARE	Yearly Eye Exam Co-pay is \$10.00. Two benefit options: Eye Med Vision –Low Option provides glass & contact lenses coverage once every 24 months; Eye Med Vision-High Option provides glass contact lenses every 12 months. Website: www.eyemedvision.com .	<p>Low Option Bi-Weekly Cost:</p> <p>Employee Only \$1.63</p> <p>Employee+1 Dependent-\$3.10</p> <p>Family-\$4.54</p>

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FLEXIBLE SPENDING ACCOUNTS	Full-time and part-time employees are eligible to participate. Pre-tax accounts which can be used to pay for out-of-pocket medical, dental or dependent care expenses. Contributions are automatically deducted from your pay. Maximum contribution to a FSA for 14-15 is \$2550.00.	Determined by Employee
TAX DEFERRED PROGRAMS	Tax-sheltering programs are available through IRS Code 125 {Cafeteria Plan, 401(k) and 457 (Deferred Compensation)}. The 401K plan is administered by Prudential-Website www.retirement.prudential.com/457 . The 457plans - 1 offered by ICMA-Website: www.icmarc.org , and other by Nationwide Retirement: www.nrsforu.com	Determined by Employee
SUPPLEMENTAL & DEPENDENT LIFE	Optional coverage is available upon request.	Determined by Employee
EMPLOYEE HEALTH CONNECTION CLINIC	A walk-in medical home (no appointment necessary) is offered for all County employees (permanent, hourly, & part-time). Spouses who are covered under the County's health insurance plan will also be served at the clinic. Dependents of employees ages 5-17, even if not covered by a County health plan, can be seen at the clinic. Children ages 18 through 26 that are included on the employee's health insurance plan can also use the clinic. Cash, check, debit, credit, HSA, & FSA cards accepted.	\$10.00 per person/per visit/Additional tests & vaccines are available.
PROGRAM	DISCOUNTS/INCENTIVES	EMPLOYEE COST
MOBILE PHONE REIMBURSEMENT	Employees who use their personal phone for work use may be eligible for a monthly phone/data reimbursement (only certain positions in the field are eligible). Employee requests must be approved in advance by the employee's supervisor before being submitted.	Difference between the stipend and the employees phone bill.
BILINGUAL STIPEND	Employees who are bilingual can take a certification exam. If an acceptable level of written and verbal proficiency is demonstrated, the employee may be eligible to receive a salary increase to perform interpreting services as requested.	None
WIRELESS PHONE DISCOUNTS	Access to the discounts with Verizon & Alltel for a wide selection of calling plans, options, & phones.	Determined by Employee
DELL COMPUTER DISCOUNT	1-800-695-8133-mention Member ID: SS41694658 Website www.dell.com/catawbacountync/advantage	Determined by Employee
WeSAVE ONLINE DISCOUNT PROGRAM	Online savings/coupons/promotions for employees from local and national merchants. Website http://www.wesave.com	Determined by Employee
EMPLOYEE SUPPORT FOR EDUCATION	To encourage employees who are parents, grandparents, guardians, of school-age children to become actively involved in their children's school activities. The County will match up to 4 hours per calendar year per child employees to use this time for two activities: 1) Teacher Conferences & School Support Activities; & 2) Tutorial Programs and Mentoring Programs at schools.	One-half of the time away from work will be the employee's annual leave or compensatory time, while the other half will be matched by the County.
FITNESS DISCOUNTS/ INCENTIVES	Employee enrolls at one of 6 participating gyms (County ID or pay stub required for verification). Employee must meet attendance requirements at gym by attending at least 2 days per week. Social Services reimburses employee up to \$30 per month (reimbursement will not to exceed the cost of gym membership).	Employee must pay any costs (contract or enrollment fees), & anything above the maximum \$30 reimbursement.
ONSITE FITNESS CLASSES	Onsite fitness classes (boot camp, yoga, etc.) are offered on-site during day and evening hours and are free to employees.	None
RECREATIONAL DISCOUNTS	Biltmore House, Carmike Cinemas Tickets, NC Asheboro Zoo, Carowinds, Tweetsie, Emerald Point Water Park, Sea World, Busch Gardens & Charlotte Hornet Tickets.	Determined by Employee
EDUCATIONAL REIMBURSEMENT	Social Services may consider granting educational leave and/or reimbursement for employees who meet expectations or scored outstanding from a performance perspective. The major/coursework will be taken into consideration as it must be relevant to social services, management, or be value added to the employee's position & Social Services. Prior approval from Upper Management is required & final approval will be determined by the Director dependent on budget needs & the number of employees already receiving this incentive. If approved, employees may receive educational reimbursement for 50% of the cost of tuition or books, up to \$1000 per semester. Employees must receive a grade of "B" in each class to be eligible for the reimbursement.	Employee must sign an agreement to remain employed for 6 months per semester or three credit hours (cumulated, to begin upon graduation). If the employee should leave Social Services prior to graduation or course completion, the employee will repay the cost of tuition reimbursement provided and/or educational leave paid or provided to date by Social Services.
LICENSURE/ CERTIFICATION REIMBURSEMENT	Social Services will pay for half of pertinent re-licensure, re-certification, and state attorney bar fees for employees who meet expectations or scored outstanding from a performance perspective. These must be required by the job, relevant, or be value added to the employee's position and agency. Prior approval from Upper Management is required.	Employee pays initial fees, but Social Services pays ½ of the cost for ongoing re-licensure & re-certification costs will be covered by Social Services with prior approval. Initial testing & licensure application are not covered by the agency.
CLINICAL SUPERVISION	Social Services may provide clinical supervision for employees working toward clinical licensure in the state of North Carolina with prior approval from Upper Management.	If approved for this benefit, the employee must sign an agreement with work commitment / payback terms.

REVISED 11/21/2014